

WILTSHIRE COUNCIL

Staffing Policy Committee

6 March 2019

Gender pay gap reporting

Purpose

1. The purpose of this item is to present the gender pay gap data and report required to be published on behalf of Wiltshire Council for the reference date of 31st March 2018.

Background

2. Gender pay gap reporting came into effect from April 2017 and requires organisations with 250 or more employees to publish and report specific figures about their gender pay gap – the difference between the average earnings of men and women, expressed relative to men's earnings.
3. These obligations have been introduced alongside the public-sector equality duty's (PSED) existing publishing requirements for public bodies where some gender pay information has previously been published as part of the annual equality and diversity workforce statutory monitoring report.
4. Public Sector organisations must publish a set of figures via the government's online reporting service each year. For Wiltshire Council, the figures must be based on the reference date of the 31st March to be published by the 30th March the following year.
5. The set of figures required include:
 - mean gender pay gap in hourly pay
 - median gender pay gap in hourly pay
 - mean bonus gender pay gap
 - median bonus gender pay gap
 - proportion of males and females receiving a bonus payment
 - proportion of males and females in each pay quartile
6. These figures must also be published on the council's external website to ensure accessibility to employees and the public, and must remain for a period of 3 years from the publication date.
7. A narrative in the form of a report is included to support the data (see attached) and will be published.
8. All relevant employees are included in the data. However, agency workers and those contracted via a service company are not included.

9. For schools, it is the governing body that is responsible for publishing gender pay gap data if they have more than 250 employees. As a result of this, the majority of schools are not affected by the obligations

Key findings

10. The key findings following the analysis of workforce data are as follows:

Mean & Median data*	
Mean pay gap	8.25%
Mean hourly rate for males	£14.70
Mean hourly rate for females	£13.49
Median pay gap	6.19%
Median hourly rate for males	£12.92
Median hourly rate for females	£12.12

*The Office of National Statistics (ONS) Annual Survey of Hours and Earnings, October 2018 states the national mean as 17.1% and median at 17.9%

Bonus Payments (long service awards)	
Mean bonus gender pay gap	0.00%
Median bonus gender pay gap	0.00%
Proportion of males receiving a bonus payment	0.39%
Proportion of females receiving a bonus payment	0.65%

Quartile data		
	Males	Females
Lower quartile	29.58%	70.42%
Lower middle quartile	27.20%	72.80%
Upper middle quartile	26.93%	73.07%
Upper quartile	36.66%	63.34%

11. There was a slight increase in both the mean and median gender pay gap figures for Wiltshire Council this year and this is likely to reflect slight fluctuations which may occur year on year. This year there was a slight movement in relation to the median spinal point for males compared to last year. This will have happened for a number of reasons including people being excluded from the data this year for sickness, etc. Movement is more likely to occur to the male median as we have fewer male staff. The mean has also slightly increased. Any significant changes can only be measured in time and the council will continue to monitor these. The gender pay gap report contains further narrative in relation to these results.

12. The council's gender pay gap is significantly below the national gender pay gap however it is recognised that we have a lower percentage of women in the upper salary quartile. This could relate to a variety of reasons, including social factors. However, the council is not complacent and is committed to reducing the gender pay gap and the report also contains further information about steps the council has taken and will take in relation to the gender pay gap. The report includes information in relation to flexible working, family friendly policies, learning and development including the Wiltshire leadership programme, apprenticeships, recruitment and starting salaries and involving staff through a staff survey to help the council identify any potential barriers to recruitment and promotion.

Environmental Impact of the proposal

13. None.

Equalities impact of the proposal

14. None.

Risk Assessment

15. None

Financial Implications of the proposal

16. None

Recommendations

17. It is recommended that:

- Staffing policy committee note the contents of the gender pay gap report and the obligations placed on the council with regards to the publication of gender pay gap data.

Joanne Pitt
Director - HR&OD

Report author: Catherine Coombs, Equalities Officer